

pay increase I proposed in my 2004 Budget—and would build in later years.

Such cost increases would threaten our efforts against terrorism or force deep cuts in discretionary spending or Federal employment to stay within budget. Neither outcome is acceptable. Therefore, I have determined that a total pay increase of 2 percent would be appropriate for GS and certain other employees in January 2004.

A 2 percent pay increase should be complemented by \$500 million dollars from the Human Capital Performance Fund, which I proposed in my FY 2004 Budget and which is now contained in H.R. 1588, the National Defense Authorization Act for Fiscal Year 2004. Favorable congressional action to establish full funding for this initiative would be a key step towards rewarding the highest performing and most valuable employees in agencies with rigorous and disciplined performance management systems. Providing higher pay for employees whose exceptional performance is critical to the achievement of the agency mission is preferable to spreading limited dollars across-the-board to all employees regardless of their individual performance or contribution.

I will allocate 1.5 percent of the 2 percent total increase to an across-the-board increase under section 5303 of title 5, United States Code, and use the remaining 0.5 percent of payroll to continue the implementation of the locality pay program under section 5304. Our national situation precludes granting larger pay increases to GS employees at this time.

Accordingly, I have determined that—

(1) Under the authority of section 5303(b) of title 5, United States Code, the pay rates for each statutory pay system will be increased by 1.5 percent, effective on the first day of the first applicable pay period beginning on or after January 1, 2004; and

(2) Under the authority of section 5304a of title 5, United States Code, locality-based comparability payments in the percentages set forth in the attached table will go into effect in January 2004.

Finally, the law requires that I include in this report an assessment of the impact of my decision on the Government's ability to recruit and retain well-qualified employees. I do not believe this decision will materially

affect our ability to continue to attract and retain a quality Federal workforce. To the contrary, since any pay raise above the 2 percent I have proposed would likely be unfunded, agencies would have to absorb the additional cost and could have to freeze hiring in order to pay the higher rates. Moreover, GS quit rates are at an all-time low of 1.7 percent per year, well below the overall average quit rate in private enterprise. Should the need arise, the Government has many compensation tools, such as recruitment bonuses, retention allowances, and special salary rates, to maintain the high-quality workforce that serves our Nation so very well.

Sincerely,

**George W. Bush**

NOTE: Identical letters were sent to J. Dennis Hastert, Speaker of the House of Representatives, and Richard B. Cheney, President of the Senate.

### **Message on the 40th Anniversary of Dr. Martin Luther King, Jr.'s "I Have a Dream" Speech**

*August 28, 2003*

I send greetings to those gathered to celebrate the 40th anniversary of Dr. Martin Luther King, Jr.'s historic "I Have a Dream" speech.

Through his leadership, courage, and determination, Dr. Martin Luther King, Jr. brought tremendous good to our country. His vision and words caused Americans to examine their hearts and live up to the ideals of our Constitution.

In his speech 40 years ago, Dr. King expressed his dream that people would be judged by the content of their character and not by the color of their skin. He viewed the summer of 1963 as a time for America to renew its commitment to equality. Today, we have come a long way, but there is still work to do to realize Dr. King's dream. As we honor this important anniversary, I encourage all Americans to continue the march to equality and opportunity for all.

Laura joins me in sending our best wishes for a memorable celebration.

**George W. Bush**

NOTE: An original was not available for verification of the content of this message.

## **Proclamation 7697—Family Day, 2003**

*August 28, 2003*

*By the President of the United States of America*

### **A Proclamation**

Children thrive in loving families where they are taught, nurtured, and comforted. By spending time with our children and stressing the importance of making the right choices, parents and other family members help them develop into confident, successful individuals.

Families can help secure a healthy tomorrow for their children by providing guidance, staying involved, and serving as role models. I am committed to supporting strong families and strong marriages to help ensure that every child grows up in a safe, loving family. Statistics show that children from two-parent families are less likely to end up in poverty, drop out of school, become addicted to drugs, have a child out of wedlock, suffer abuse, or become a violent criminal. Because stable families should be the central goal of American welfare policy, I have proposed spending up to \$300 million a year to find the most effective programs to strengthen marriage.

Parents play a critical role in discouraging harmful behavior such as experimenting with alcohol, drugs, and tobacco. Research shows that teens often listen to their parents when it comes to decisions about harmful substances and risky behaviors. Regular family activities provide opportunities for parents to communicate important messages and enhance their relationships with their children. Recent studies from the National Center on Addiction and Substance Abuse at Columbia University found that teens from families who eat dinner together were less likely to use illegal drugs, alcohol, and cigarettes, while teenagers who rarely eat dinner with their parents were more likely to engage in these unhealthy activities.

Families and all Americans can act together to educate our youth about the dan-

gers of drugs and alcohol and help them grow into healthy, responsible, compassionate citizens. In order to ensure a brighter future for our Nation, and safe, healthy, and happy lives for our children, our children must learn that avoiding harmful substances is an ongoing responsibility. As we work to educate our next generation about making healthy choices, we renew our commitment to the American family.

**Now, Therefore, I, George W. Bush,** President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim September 22, 2003, as Family Day. I call upon the people of the United States to observe this day by engaging in activities to strengthen the relationships between parents and children and help fight against substance abuse and risky behaviors.

**In Witness Whereof,** I have hereunto set my hand this twenty-eighth day of August, in the year of our Lord two thousand three, and of the Independence of the United States of America the two hundred and twenty-eighth.

**George W. Bush**

[Filed with the Office of the Federal Register, 8:45 a.m., September 2, 2003]

NOTE: This proclamation will be published in the *Federal Register* on September 3.

## **Letter to Congressional Leaders Transmitting a Report on Federal Expenditures for Climate Change Programs and Activities**

*August 28, 2003*

*Dear Mr. Chairman:*

Consistent with section 555(b) of the Consolidated Appropriations Resolution, 2003 (Public Law 108-7), I transmit herewith a report prepared by my Administration of Federal expenditures for climate change programs and activities. This report includes both domestic and international programs and activities related to climate change, and associated expenditures by line item as presented in the President's Budget Appendix